

**IOWA**  
**COMMUNITY OF**  
**PRACTICE CALL**  
**JUNE 12, 2018**

**Supporting  
Workers &  
Employers:  
Effectively &  
Efficiently**



**BOX? WHAT  
BOX??!**



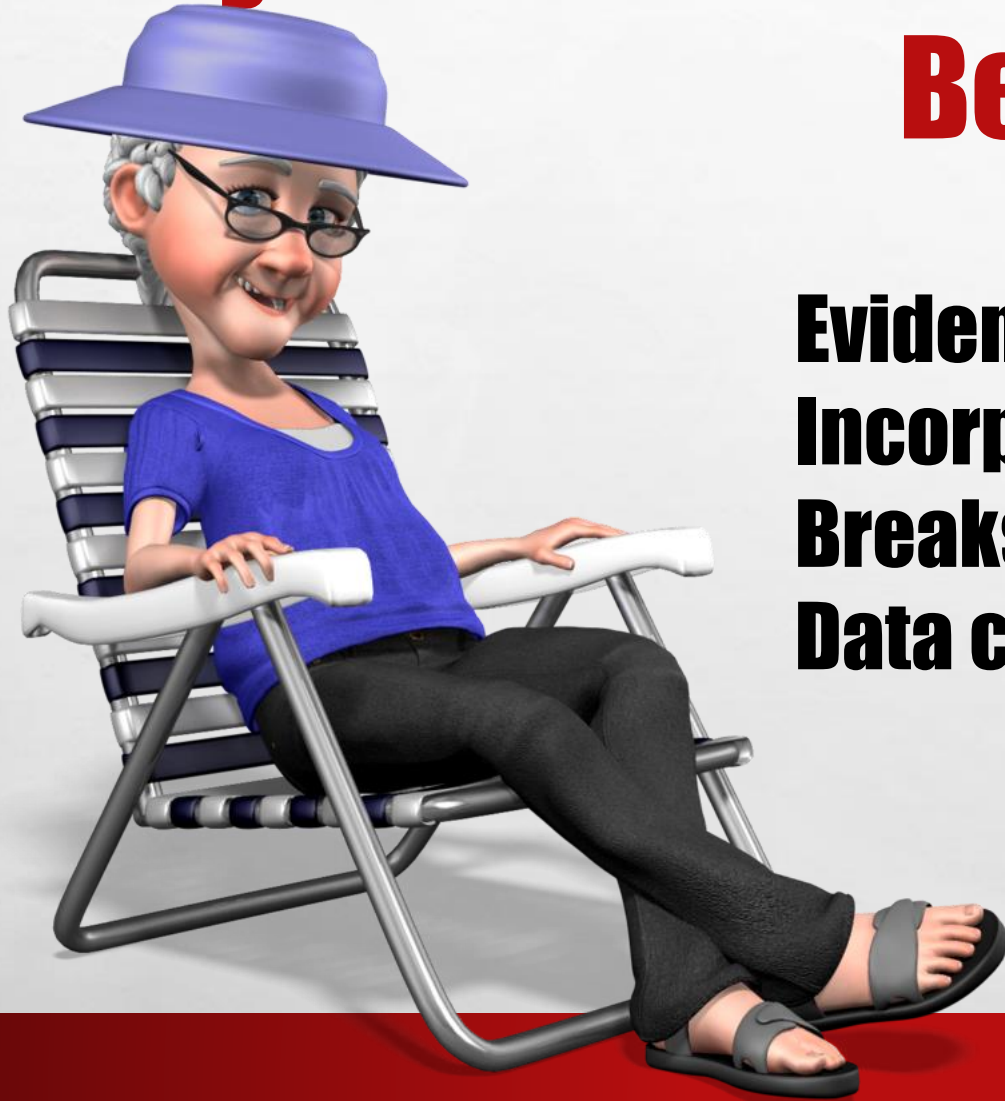
# Topics:

- ✓ **Systematic Instruction**
- ✓ **Fading**
- ✓ **Natural Supports**

# **POLL QUESTION**

**Were you born before 1968?**

# **Systematic Instruction Is Your Elder! Be Nice!**



**Evidence-based practice  
Incorporates Applied Behavior Analysis  
Breaks a task down  
Data collection—monitor progress**



# **Systematic Instruction Is Your Elder!**

## **Be Nice!**

### **Four Components:**

- ✓ **Cues/Clues**
- ✓ **Task Analysis**
- ✓ **System of Prompts—Data Collection**
- ✓ **Feedback/Reinforcement**



# But First! Task Design!

- **Individualized**
- **Effective and Efficient**
- **Non-Intrusive**



# Cues-Clues-Discriminative Stimuli

The Purpose Of Instruction Is **NOT** To Get The Person To Do What They Are Supposed To Do, But

***RATHER,***

The Purpose Of Instruction Is To Teach The Person To Respond Appropriately To The Naturally Occurring Stimuli In The Environment Or Task (The S<sup>D</sup>).



# Cues-Clues-Discriminative Stimuli



# Task Analysis

- **Content Validity—ask experts**
- **Effective and Efficient**
- **It Must Be Accurate!**

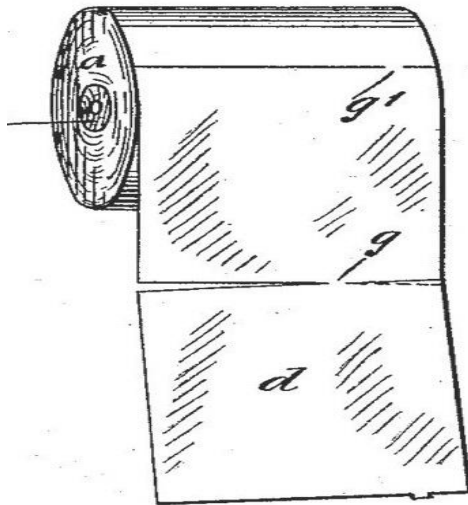


(No Model.)

S. WHEELER.  
WRAPPING OR TOILET PAPER ROLL.

No. 459,516.

Patented Sept. 15, 1891.



**It Must Be Accurate!**

- **No More Discussion!**
- **It's Over, Not Under!**
- **Just in case you were still wondering!**

# Systematic Prompting

INDIRECT

DIRECT VERBAL

GESTURE

MODELING

PARTIAL PHYSICAL

FULL PHYSICAL

**Least to Most 99% of time**

**Most to Least**



# Feedback/Reinforcement

- Initially—every time/step



Name Sally Task Making morning coffee.

Behavioral Objective: By June 1, 201.. Sally will independently make morning coffee with 100% accuracy three consecutive days.

S <sup>D</sup>	RESPONSE	date	5/6	5/7	5/8	5/9							MONTHLY COMMENT
			17	17	17	17	17	17	17	17	17	17	
			16	16	16	16	16	16	16	16	16	16	
			15	15	15	15	15	15	15	15	15	15	
			14	14	14	14	14	14	14	14	14	14	
Coffee in filter	Place "container" in pot		13	13	13	13	13	13	13	13	13	13	
Coffee in scoop	Pour coffee in filter		12	12	12	12	12	12	12	12	12	12	
Coffee lid off	Measure 1 scoop of coffee		11	11	11	11	11	11	11	11	11	11	
Filter in "container"	Remove coffee lid		10	10	10	10	10	10	10	10	10	10	
One filter in hand	Place filter in coffee "container"		9	9	9	9	9	9	9	9	9	9	
Pot, coffee & filters on counter	Remove one filter		8	8	8	8	8	8	8	8	8	8	
Filters in hand	Place filters on counter		7	7	7	7	7	7	7	7	7	7	
Coffee pot and coffee on counter	Get filters from cabinet		6	6	6	6	6	6	6	6	6	6	
Coffee in hand	Place coffee on counter		5	5	5	5	5	5	5	5	5	5	
Coffee pot on counter	Get coffee from refrigerator		4	4	4	4	4	4	4	4	4	4	
Coffee pot in hand	Place coffee pot on counter		3	3	3	3	3	3	3	3	3	3	
In break room	Get coffee pot		2	2	2	2	2	2	2	2	2	2	
Arrive at work and punch in	Go to the break room		1	1	1	1	1	1	1	1	1	1	

Adapted from: Bellamy, G.T., Horner, R.H., & Inman, D. (1979).

*Vocational Rehabilitation of Severely Retarded Adults, Pro-Ed., Tx.3.*

Prompt Key: 1) Independent = / 2) Indirect = X

3) Verbal = ..... 4) Gesture = \_\_ 5) Physical = □

# General Instructional Considerations

- **The Learner Needs To Know Why**
- **Teach For Mastery First, Then Speed**
- **Keep Your Eyes on the Task**
- **To Teach It, You Have to Know It**
- **Train, Don't Test, Because—When You Train, You Test, Gold**
- **Probe Data**
- **Don't Become Part Of The Instructional Interaction**
- **You Can't Teach From Across The Room**

# Fading

- From The Instructional Interaction
- From The Environment
  - From the Time The Developer Talks with the Potential Employer
  - Data

# **NATURAL SUPPORTS**

**Human Or Technical Resources That Are Available Or Can Be Developed In A Setting To Facilitate A Person's Integration, Acceptance And Satisfaction, And To Promote The Goals And Interests Of All Individuals In The Setting**

**(Trach & Sheldon).**





# Natural Supports

- Training Supports
- Organizational Supports
- Social Supports
- Physical Supports
- Community Supports
- Social Service Supports
- Personal and Family Supports



# SUMMARY

- SYSTEMATIC INSTRUCTION
- FADING
- NATURAL SUPPORTS



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